



ARKANSAS

LITTLE ROCK

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Program Overview

Beginning in the 2004–05 school year, the Arkansas Department of Education sponsored the Achievement Challenge Pilot Program (ACPP), a pay-for-performance pilot program designed to award bonuses to teachers based on individual student growth. ACPP operates in the Little Rock School District, where five of the district's 34 elementary schools qualified to participate, based on the percentage of minority students, students who qualify for free or reduced-price lunch, and record of low student achievement at the school level.

The first school chosen to participate in the program was Meadowcliff Elementary. The bonus structure is as follows:

- Each teacher received a \$100 bonus for each student who gained zero to four points on his normal curve equivalent (NCE).
- Each teacher received a \$200 bonus for each student who gained five to nine NCE points.
- Teachers whose students gained 10 to 14 points received a \$300 bonus for each student.
- For each student who gained over 15 NCE points, the teacher received a \$400 bonus.

In the 2005–06 school year, the program extended to Wakefield Elementary School; in 2006–07, the program included three additional elementary schools: Geyer Springs, Mabelvale, and Romine. While Meadowcliff Elementary awards bonuses based on individual student growth, the other four schools base bonuses on the average growth of each classroom. In all five elementary schools, all school personnel are eligible for bonuses, with the amount varying by position.

District Program Information

- [Definition of Normal Curve Equivalent](#)

Selected Articles and Reports

- Ritter, G.W., et al. (2008). [Year Two Evaluation of the Achievement Challenge Pilot Project in the Little Rock Public School District.](#)



- Institute of Education Sciences (August 2008). [WWC Quick Review of the Report, "The Effect of Performance-Pay in Little Rock, Arkansas on Student Achievement"](#)
- Winters, et al. (2007) [An Evaluation of Teacher Performance Pay in Arkansas](#)
- *Wall Street Journal*. (January 19, 2007). [Little Rock Rewards Teachers; Unions Resist.](#)